

DD/A Registry

File Meetings

CLASSIFICATION: DD/A 76-6071

DATE: 6 Dec 1976

TO: John F. Blake

FROM: Thomas P. Murphy, Fed. Epec. Institute

SUMMARY:

BROUGHT FORWARD TO 1977 files - Meetings

CLASSIFICATION: DD/A 77-1264 + DD/A 77-1252

DATE: 7 March 1977

TO: Thomas P. Murphy

FROM: John F. Blake

DDA Registry
File *Meeting*
76 files

DDA 76-4516

26 August 1976

MEMORANDUM FOR THE RECORD

SUBJECT: Meeting with MGers on 25 August 1976

1. The meeting convened at 1600 hours with approximately sixty MGers in attendance. Mr. Blake opened with the comment that we have no bad news, only good news. He stated that this meeting was to be part of the continuation of the program which he and Mr. McMahon started with the various career subgroups to keep people aware of what's going on by periodically passing along information and his observations. He said the need arose in 1975 because of the rumors occurring during the investigations and that to dispel rumors you need facts. This end-of-rotation season was chosen for the meeting in order to have available those MGers who are between overseas tours. Mr. Blake stated that he would try to accomplish three things:

a. He would take fifteen minutes to make general observations on the Directorate as he sees it,

b. Mr. Malanick will speak on the current facts of the Career Service, and

c. Finally, Mr. Blake will take ten minutes on the future of the MG service as the DDA and ADDA see it and then will listen to any comments the MGers may have.

2. Mr. Blake stated that his observations are based on indicators used from time to time to judge how things are going.

a. When he asks the other three Deputies about existing problems at the daily 0900 hour DCI meetings, their response is that there are no difficulties. Naturally there are minor problems, e.g., a stuck elevator, but nothing major.

b. Secondly, we have few if any complaints passed on by the IG office concerning systems and programs we operate. This is not to say that there aren't any personal problems but overall there is a positive attitude. We have received the first IG survey which was on the Office of Personnel.

This was a thorough, complete, professional and good report. It identified some problems which were more Agency than OP problems. The DDCI received a briefing on this report last week and was the first to acknowledge that there was only one problem that OP can resolve. It is not so much the function of PMCD, but how it is used.

IG surveys are divided into two phases: Phase II is what used to be known as the "Component Surveys." The Phase I survey, as Mr. Blake put it, is the "quick and dirty survey" or as defined by IG, it is the diagnostic survey. It is designed to point out vulnerability of Agency adherence to E.O. 11905. Meetings with IG and those who will be involved with Phase II surveys will take place later this week and we should then know more about the surveys.

c. The third indicator is what others think of how we are doing the job. Over the last three months we have offered to give complete briefings by Offices to Mr. Knoche, the DDCI; Mr. Lapham, the General Counsel; Mr. Falkiewicz, Assistant to the DCI; and Mr. [REDACTED] Assistant Comptroller. Each was profuse in acknowledging the calibre of the briefings and briefers and amazed at the variety of responsibilities of the Offices.

STATINTL

d. Another indicator would be the fact that we are to do more as opposed to less. Based primarily on the death of Dick Welch in 1975, [REDACTED]

STATINTL

the Agency representatives. Principles are being developed and ways and means being established for implementation of the working group. Medical Services, Training, and Security's work on terrorism has been a direct reflection of the work of this Directorate. It is a vote of good faith when people continue to ask you to do things.

STATINTL

e. The DDCI has started a new procedure--one day each week he has breakfast with each Deputy Director of a Directorate. Mr. Blake had his first breakfast this week and asked Mr. Knoche for his perspective of the DDA. Mr. Knoche said he was satisfied with the work he has seen from this Directorate during his few months in the job. The state of the Directorate is good.

3. The next order of business was Mr. Malanick's comments on the MG Service. Mr. Malanick started off by saying that in order to keep MGers informed, he and Mr. Blake will continue to have more and more meetings with them and noted that since his arrival on the scene as ADDA, he and/or Mr. Blake had met with MGers either coming from or going to an overseas assignment. He and Mr. Blake also have combined monthly meetings and luncheons in which ten MGers or M careerists participate at a time. Mr. Blake has had five such luncheons since November and Mr. Malanick has hosted one so far with another scheduled in September. Other means of keeping MGers informed will include three upcoming conferences--Mr. Blake to Europe in October, Mr. Malanick to the Far East in January, and then Mr. Blake to Latin America in the spring. Hopefully by spring we will have met with every member of the MG Service. Possibly there will be cocktail parties or other functions with ample opportunity for you to voice opinions on how you feel the Career Service is running.

4. Two years ago we had a situation on our hands where MGers and M's were floating around looking for jobs and waiting to see if we couldn't find gainful employment. I am pleased to report today that with one or two exceptions we don't have that type of situation. Almost everyone is either in a job, in training, or pointed toward specific jobs. We believe we now have a healthy situation. Out of MG or M type positions, are filled by MGers. In the grade range GS-11 through GS-17, there is a bit of concern over slots which may have gotten identified as MG or M which you may feel you are entitled to and in which the incumbent doesn't belong. We tried to analyze and rationalize and concluded that a number of these slots are those that don't properly belong to the MG service. Those are slots that were created for a particular purpose and maybe shouldn't even be considered an MG slot. Also, we are using a number of them for career development or enhancement. Both the DDA and ADDA are intent on rotating people into various offices and even the DDCI wants rotation throughout the Agency. You may have heard about our embarking on a Senior Rotation Program. Friday, we will announce who has been chosen and their assignments. MG Career Service will be participating as part of that program and there will be the same type of program coming up for grades GS-9 through GS-13. The broader the exposure, the better off we will be. On the other side of the coin we have to consider the situation as a two-way street. There are seventeen non-MGer slots which we have MG careerists in, such as those in the IG Staff, the Comptroller's office and the DDO, e.g.,

5. In trying to anticipate the reasons for your apprehensions, we must naturally bring up the subject of promotions. Here we agreed that we might as well bite the bullet and say that the situation is bleak. We promoted right up to the hilt in FY'74 and while it may have been a good idea with immediate benefits then, as time goes on it impacts on future promotions. I asked to compile

figures on promotions since the 1974 promotion-to-the-hilt exercise. In FY'74, 45 were promoted. In FY'75, we did promote another 30 in the same running, and in FY'76, there were 32 promotions. We did this by going to D/Pers for approval to operate against other headroom in the Directorate. Right now, in the GS-11 to GS-15 category there is negative CSGA headroom at every grade. We are faced with a bleak future especially since we only have about 14 retirements coming up through 1982 to go against. This will hurt because if we had more retirements, we could do more. The situation is best described as cloudy or bleak but not an impossible situation. We do have jobs for everybody, it is a little better than before, and there is no reason to be apprehensive about a job. As cream moves to the top, certain individuals will receive a more favorable consideration than others. That's the way it is.

6. Then, Mr. Blake addressed the problem of the future. He asked that several things be kept in mind. Changes are constantly taking place in this world and we will never be at the level and type as the period of 1966-1972 with Southeast Asia. He said to bear in mind that an individual who holds the DDA job has to look at the facts and crank in other factors and arrive at his judgment, not only for what is best for today, but also what is best for the future, and he has to bear in mind, when making decisions, that someone else will have his job five or ten years from now. In 1975 the DDA issued two papers addressing the future--one in June and the other in October. The stated intent was not to put into the MG Service any more fresh blood but that we weren't abolishing the Service--we couldn't, even if we wanted to. The only people it affects are those wanting to enter the Service. We don't know how long this situation will last because no one knows what the future holds. So many things are going on right now that it is impossible to be convinced of what is the right thing to do. The Church Senate Committee turned out 87 recommendations which have been passed on to Senator Inouye's Oversight Committee and the net result will be a new charter for CIA. What functions will be cut will only be known when the charter is written. There will probably be two or three new dramatic proposals for DDO concerning hiring, cover and assignments. We can't operate in the future as in the past. The whole Agency is in a period of transition and it won't be the same in the future as the past. What the future holds depends on things that are not under our control. It has nothing to do with anyone in the Service. Mr. Blake pointed out that he has a positive point of view and he is firm on having a cohesive Directorate approach. Because of that certain things have been started such as the Senior Rotation Program and a program for more junior officers. What first brought this to Mr. Blake's attention, was his attendance at an Office Directors' conference a couple of years ago when he perceived that something was wrong. Out of all of the Office Directors, none had served outside of his own office during his career. At the last conference, two were present who had served in at least one other office and with this in mind we decided we must build for the future. We want to make the Directorate cohesive with a greater opportunity for competition. When the DDCI is through, personnel policies will

be changed throughout the Agency with more rotation taking place. We want employees with greater breadth five, ten, or fifteen years from now.

7. We believe we have communicated the messages we wanted to impart on how the Directorate is doing its business and addressing ourselves to the future. The institution of the MG Service remains as stands with the only change being no new people. We will continue to change with new management brought by Messrs. Knoche and Bush where you will find more opportunities for rotation.

8. Questions and answers were then discussed.

9. Mr. Blake said he tried to address the questions with truth and honesty and that he thought the session was successful; then the meeting adjourned at 1715 hours.

Michael J. Malanick
Associate Deputy Director
for
Administration

Distribution:

Orig - DDA Subject
1 - MJM Chrono
1 - CMO
1 - MJM Speech File